

Core Competencies for Ministry

Master of Arts in Christian Counseling

Student ID #

Student Name

Competency skills are needed by all counselors to successfully serve the needs of people. The purpose of this inventory is to describe and evaluate particular counseling competency skill sets needed by students in the M.A.C.C. degree program.

Experience: Check the box yes or no to indicate if you have had hands-on experience in this area.

Cognitive: Check the level of knowledge and understanding you have in this area.

Communication

Relational Leader

Student understands and connects with people in a counseling setting.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Non-Verbal

Student demonstrates effective use of head, eyes, hands, feet, posture, voice, attire, etc.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Congruence

Student displays genuineness—external behavior consistent with internal affect.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Content

Student understands the salient elements of the client's story.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Context

Student provides direction, manages conflict, leads change, practices collegiality, works under corporate authority and provides effective leadership in their ministry setting.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Immediacy

Student communicates by staying in the here and now.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Timing

Student responds at the optimal moment.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Intentionality

Student responds with a clear understanding of the therapist's therapeutic intention.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Self-Disclosure

Student self-discloses with a strategic purpose.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Power

Student demonstrates awareness of power differences in therapeutic relationship, manages these differences effectively and does not exploit or mislead other people during or after professional relationships.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Conceptualizes

Student conceptualizes in a theoretically consistent manner.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Professional

Counselor

Student demonstrates proficiency as a professional counselor and relates to peers, professors, and others in a manner consistent with stated professional standards.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Legal Requirements

Student demonstrates application of legal requirements relevant to counseling training and practice.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Collaborates

Student collaborates with an individual to establish clear therapeutic goals.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Confidence

Student presents and conducts self in a manner so as to promote confidence in the counseling profession.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Safety

Student creates a safe clinical environment.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Working Alliance

Student demonstrates the ability to establish relationships in such a manner that a working alliance can be created.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Expertise

Student provides only those services and applies only those techniques for which she/he is qualified by education, training, and experience and also takes responsibility for compensating for his/her deficiencies.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Assurance

Student takes responsibility for assuring the welfare of other's when encountering the boundaries of her/his expertise.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Competence**Boundaries & Limitations**

Student is able to set boundaries within the helping framework and maintain them throughout the work, such as setting parameters for meeting time and place, maintaining the time limits, etc.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Empathy

Student is able to take the perspective of the individual, without over identifying, and communicating this experience to the individual.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Interventions

Student demonstrates the capacity to match appropriate interventions to the presenting problem in a theoretically consistent manner.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Goals

Student facilitates the development of client centered goals.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Well-informed

Student is adept in finding, researching, evaluating, and applying pertinent information for increased counseling effectiveness.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Biblically Literate

Student faithfully interprets and applies the Bible to life and equips others to do the same.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Integration

Student incorporates theological and historical aspects of the Christian faith in counseling.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Psychologically Grounded

Student demonstrates basic cognitive, affective, sensory, and motor capacities needed to respond to others.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Age Group Specialist

Student demonstrates the capacity to work with families based on where they are in their life span development.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Evangelist

Student shares the gospel by initiating opportunities with new people; by developing and maintaining ongoing relationships; and by leading evangelistic efforts in their ministry setting.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Maturity**Compassionate Healer**

Student exhibits a compassionate presence to promote emotional/spiritual healing.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Self-Control

Student demonstrates appropriate self-control (such as anger control, impulse control) in interpersonal relationships with instructors, peers, and others.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Feedback

Student demonstrates the ability to receive, integrate and/or utilize feedback from peers, instructors, and supervisors.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Conflict Management

Student follows professionally recognized conflict resolution processes and seeks to informally address the issue first with the individual(s) with whom the conflict exists.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Self-Assurance

Student exhibits appropriate levels of self-assurance, confidence, and trust in own ability.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Self-Aware

Student demonstrates a growing awareness and clarity regarding their personhood, calling, belief systems, values, needs, limitations, and giftedness as a counselor.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Integrity

Honesty

Student demonstrates honesty, fairness, and respect for others and refrains from making statements which are false, misleading, or deceptive.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Ethically Grounded

Student is able to counsel in a trustworthy manner with moral responsibility, integrity, and confidentiality based on a clear sense of God's holiness and grace and is able to analyze and resolve ethical dilemmas.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Respects People

Student respects the fundamental rights, dignity, and worth of all people.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Respects Privacy

Student respects the rights of individuals to privacy, confidentiality, and choices regarding self-determination and autonomy.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Dual Relationships

Student understands and avoids improper and potentially harmful dual relationships.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior

Cultural Intelligence

Student respects cultural, individual, and role differences, including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, and socioeconomic status.

Experience	Yes	No				
Cognitive	None	Basic Awareness	Novice	Intermediate	Advanced	Superior